



**South Australian
Youth Arts Theatre Co**

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South Australian Youth Arts Theatre Co Child Safe Policy

SAYarts is committed to child safety and wellbeing as demonstrated through the implementation of this policy.

“The *Children’s Protection Act 1993* requires all organisations providing health, education, welfare, sporting or recreational, religious or spiritual, child care, or residential services wholly or partly for children to develop policies and procedures to create and maintain a safe environment for children and young people.

In this context, a child safe environment is an environment which is both child-safe and child-friendly, where children feel respected, valued and encouraged to reach their full potential.

A **child** is any person less than 18 years of age.”

<http://www.families.sa.gov.au/pages/protectingchildren/CSEIntroduction/>

As of April 2015 all organisations /sole traders / partnerships in the area of cultural activities, parties, or entertainment also fall under these guidelines.

SCOPE:

This policy relates to all contractors, staff, volunteers, board members, and advisory group members of SAYarts Theatre Company.

CRIMINAL HISTORY ASSESSMENT AND WORKING WITH CHILDREN SUITABILITY

All contractors, staff, volunteers, board members, and advisory group members of SAYarts Theatre Company must have a satisfactory criminal history check as specified in their contracts. All staff and tutors working in the school environment must have a DCSI check.

As set out in Section 8B of The Act, a satisfactory criminal history check within the last three years is required of all volunteers and contractors and staff that:

- Have contact with children and are not directly supervised at all times
- Work in close proximity to children on a regular basis and are not directly supervised at all times
- Supervise or manage persons who:
 - Have direct contact with children or
 - Work in close proximity with children on a regular basis or
 - Have access to sensitive records relating to children or young people.

Exemptions from this requirement may apply in some circumstances according to Section 8B of the Act, which includes but is not limited to:

- parent or guardian of a child who is ordinarily provided in the service;
- A person who undertakes work on a voluntary basis to provide a service and who is under 18 years of age;
- A person who undertakes work in the course of or for the purposes of an event or activity that takes place over a period of not more than 10 consecutive days or not more than 1 day in a month;
- A person who undertakes, or a position that only involves, work that is not for the exclusive benefit of children and is not provided to any child on an individual basis;
- A position that only involves prescribed functions because the children are employed or engaged to work as volunteers by the person occupying the position or by that person's employer.

SAYarts ensures that criminal history information is dealt with in accordance with the "Child Safe Environments: Standards for dealing with information obtained about the criminal history of employees and volunteers who work with children" NOTE: In accordance with the new laws (April 2015) parents and guardians may request evidence of appropriate history and therefore have access to a criminal history assessment.

<http://www.decd.sa.gov.au/docs/documents/1/CSEstdsInfoCrimHist.pdf> issued pursuant to the Act.

REPORTING

SAYarts will not tolerate acts of child abuse.

- All employees, contractors and volunteers are required to notify the Child Abuse Report Line on 13 14 78 as soon as practicable if they have reasonable suspicion that a child is being, or has been, abused or neglected.
- Even when a report is made there may still be role in supporting the young person or child to:
 - Refer the child, young person or their family to appropriate services
 - Display or circulate information that may assist children and their families (eg Kids Helpline 1800 551800) in areas accessed by children and their families.

In addition to making a report to the Child Abuse Report Line there must also be a report to management and a de/briefing session if reasonable suspicion is formed that a child has been, is being, abused or neglected. In particular, this is obligatory if the suspicion relates to an employee, contractor, volunteer or person associated with SAYarts.

COMPLIANCE, TRAINING AND EDUCATION

SAYarts will ensure that key staff receive relevant, regular and updated training to maintain child safe environments.

SAYarts will ensure that relevant policies are read, understood and implemented by staff, volunteers, and contractors.

SAYarts will endeavor to update policies in line with new requirements of the Act as and when they fall due.

OVERARCHING STATEMENT ABOUT CHILD PROTECTION

At SAYarts everyone is responsible for the promotion, implementation and support of our children's and emerging adults' wellbeing and safety.

*NOTE: In theatre workshops it is expected that physical, emotional and intellectual interaction will occur peer to peer and staff member/contractor/volunteer to child/young person. It is the nature of theatre. However, it is expected that:

- The safety and welfare of children in our care is paramount at all times

information

- All children will be treated with equity
- All children will be treated with respect and dignity
- Adherence to the Child Safe Policy is actively promoted
- Children and young people understand their rights and responsibilities and have them explained to them in age-appropriate language
- Any serious complaints made by a child, their parent or guardian will be responded to with respect, discretion, and quickly and fairly

As part of our desire for children to feel welcome, safe and protected, the principles of equity and anti-discrimination will be practiced by SAYarts staff, volunteers and contractors so that no child is discriminated against on the basis of age, religion, gender, race, cultural background, vulnerability or sexuality

SAYarts staff/contractors/volunteers are not permitted to develop special relationships with children or young people outside of the professional relationship and should avoid engaging with them on social media without the express permission of the child's parents. SAYarts staff should not initiate unnecessary physical contact with children.

PROTOCOLS

SAYarts complies with ArtsSA and Australia Council for the Arts respective protocols for Working with Children in Art including the gaining of consent for the use of images in marketing, documentation and promotion of art.

SOURCE MATERIALS AND FURTHER READING

With thanks to

ActNow Theatre

Carclew: <https://carclew.com.au/files/policies/Child%20Safe%20Environment%20Policy%20v1.3.pdf>

And

<https://carclew.com.au/files/policies/Employment%20Clearance%20Policy%20v1.2.pdf>

Families SA:

<http://www.families.sa.gov.au/pages/protectingchildren/CSEIntroduction/>

Children's Protection Act 1993:

Australia Council for the Arts Protocols for Working with Children in Art:

<http://www.australiacouncil.gov.au/funding/children-in-art-protocols/>

ArtsSA Working with Children Protocols

<https://carclew.com.au/files/policies/Child%20Safe%20Environment%20Policy%20v1.3.pdf>

POLICY CRITICAL DATES:

Est. September 2014

Updated: February 2015

Review date: February 2017

Reviewer and author: Managing Director, SAYarts.

Last distributed to staff/volunteers/regular contractors: March 2015